

Reasonable Assurance

School Employers



Reasonable Assurance. Who Does It Apply To?

SCHOOL NURSES



Substitute



Paraprofessionals

We advance the economic well being of all Kansans
through responsive workforce services.



Who Is A School Employee?

- Teacher's Aides
- Teachers
- Principals
- School Nurses
- Bus Drivers
- Bus Aides
- Coaches
- Substitute Teachers
- Para-Educators
- Food Service Staff
- Building Maintenance
- Crossing Guards

What is Reasonable Assurance?

Reasonable Assurance is an agreement made by the employer that the employee will perform the same or similar services in the next term. This agreement can be written, verbal or implied, and does not have to be with the same school or educational service agency.

Factors in Determining Reasonable Assurance

- The past employer/employee relationship
- An established understanding that the employee will return to work
- If the employee has placed their name on a list of available workers
- Whether the employee has reason to believe they will not be called back

How to Notify Employees of RA

- Notice must contain clear verbiage giving the individual reasonable assurance
- Business/Employer Name
- Date
- Employee's Name
- Issuer's name and position
- Starting date of the school year
- Ending date of the school year
- Dates of any scheduled vacations
- Dates of any holiday periods

Questions

If you have additional questions about
Reasonable Assurance and your
employees call:

Topeka (785)575-1460

Kansas City (913)596-3500

Wichita (316)383-9947

Out of Area (800)292-6333

**We advance the economic well being of all Kansans
through responsive workforce services.**



Reasonable Assurance

School Employers

